Results of the 2004 Marine Corps Climate Surveys (MCCS)

Executive Summary Slides

Navy Personnel Research, Studies & Technology Department

Survey Administration/Response Rate

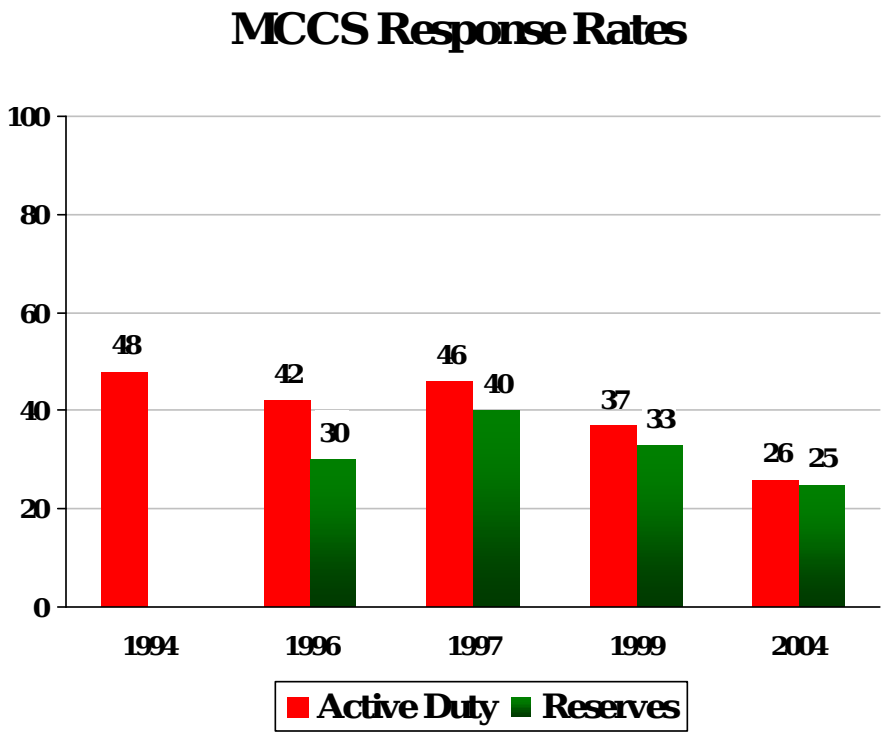
Surveys Start: June/July 2004
Surveys End: October 2004

Original Sample
- **Active Duty: 10,951**
- **Reserves: 8,962**

Returns
- **Active Duty: 2,347**
- **Reserves: 1,698**

2004 Response Rates
- **Active Duty: 26%**
- **Reserves: 25%**

USMC response rates are 22% on DOD surveys



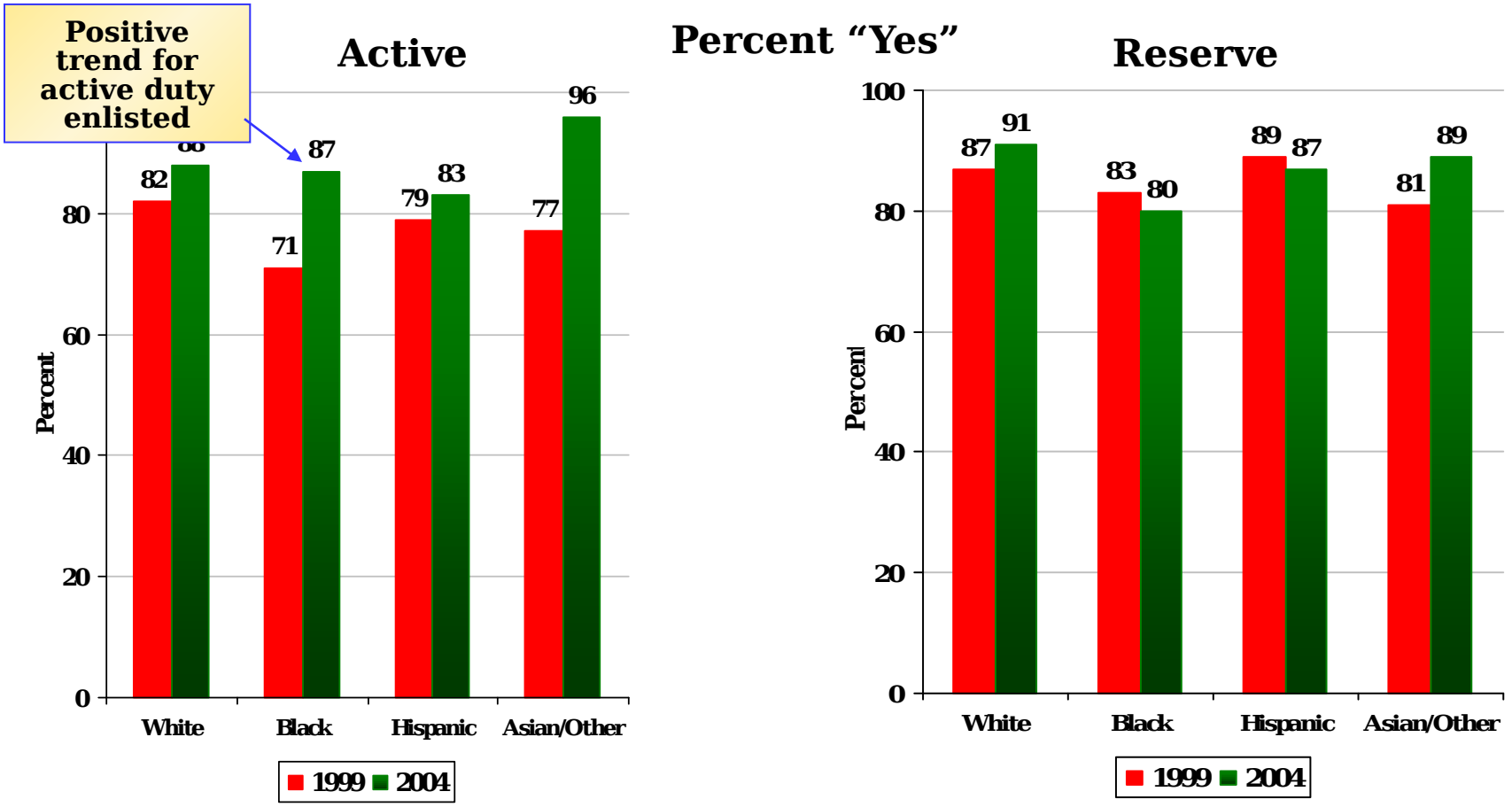
Note: Response rates calculated according to formula recommended by the American Association of Public Opinion Research. Reserve survey not administered in 1994. Those deployed to Iraq/Afghanistan excluded from survey sample.

Summary of Results

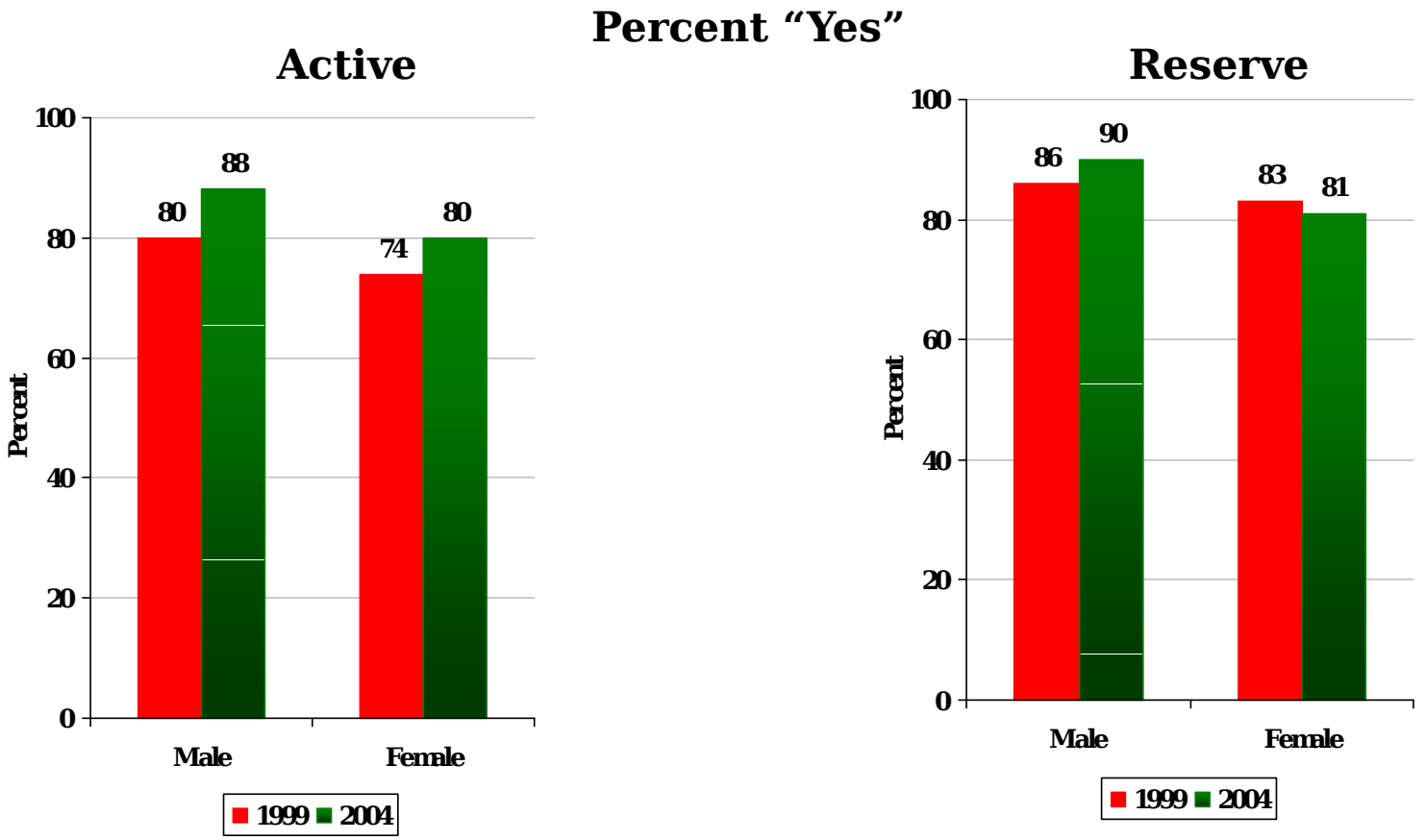
Good News

- Positive climate trends for active duty enlisted; fewer racial disparities than in 1999 (Slides 4, 5)
- Increase in agreement that the USMC Performance Evaluation System is fair (Slide 6)
- Bottom line indicators, retention intentions, and overall satisfaction, increased for both active duty enlisted and officers (Slides 7, 8)
- Racial discrimination rates for active duty enlisted have dropped; clear downward trend since 1994 (Slide 9)
- Rates of religious discrimination are low for both active duty and reserves
- Rates of extremist/hate groups are lower than in 1999
  - Largest reductions in percent who said extremist hate groups or gangs are active in the community near their command

My Chain of Command treats me fairly (Enlisted by Race)

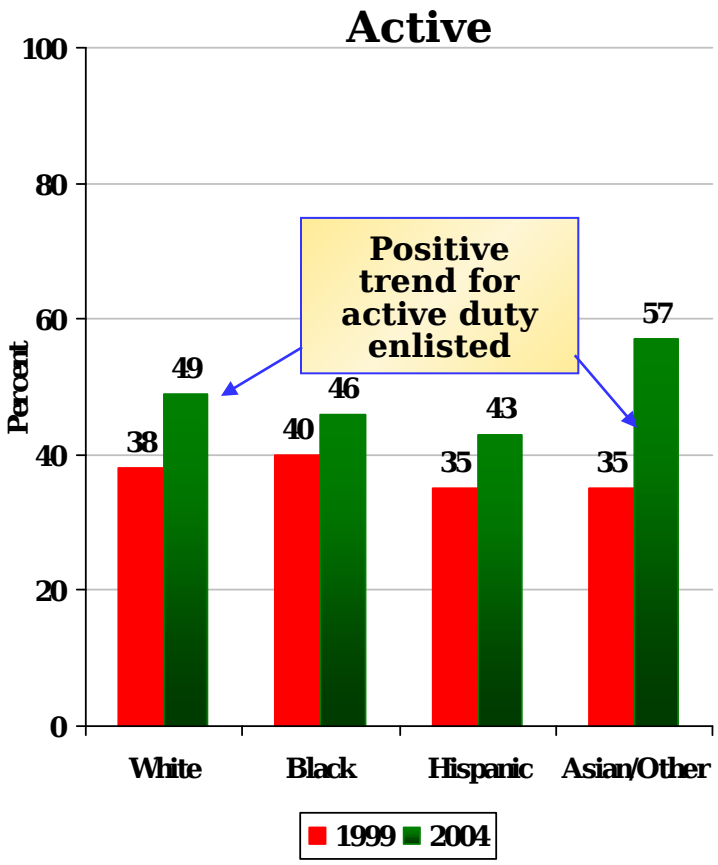


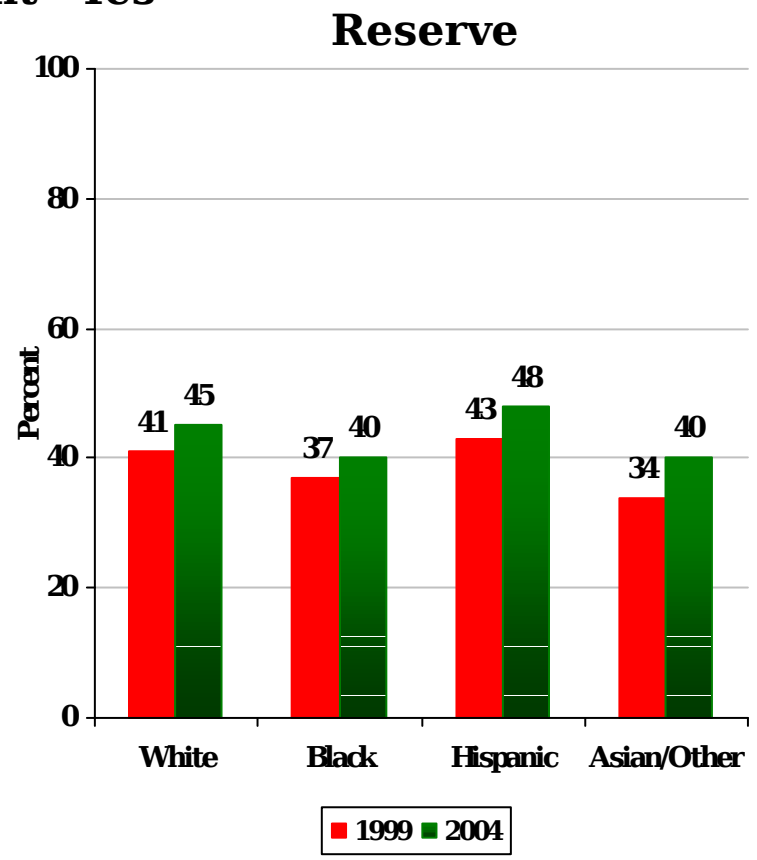
My Chain of Command treats me fairly (Enlisted by Gender)



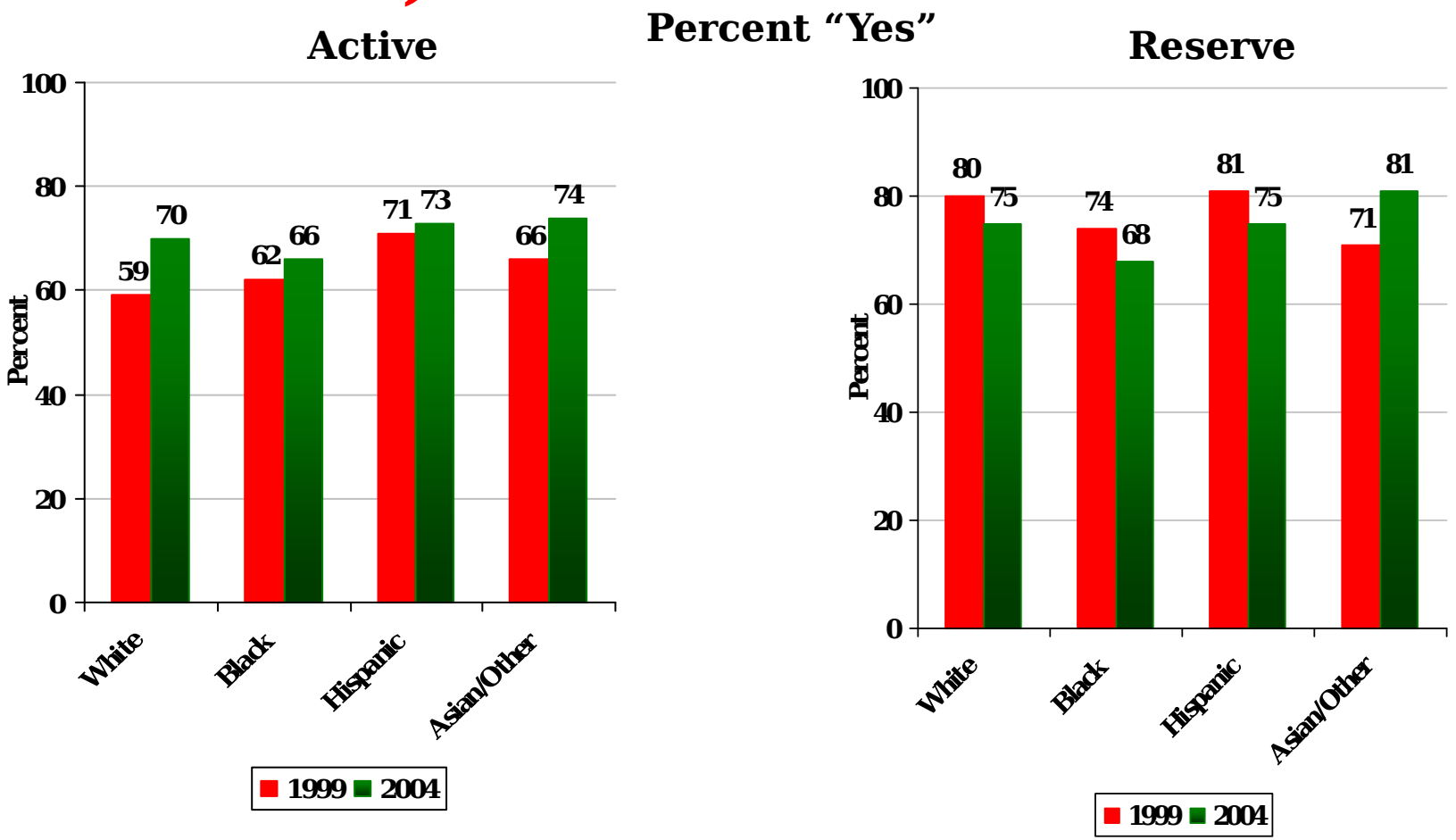
The Performance Evaluation System (PES) is fair (Enlisted by Race)

Percent "Yes"

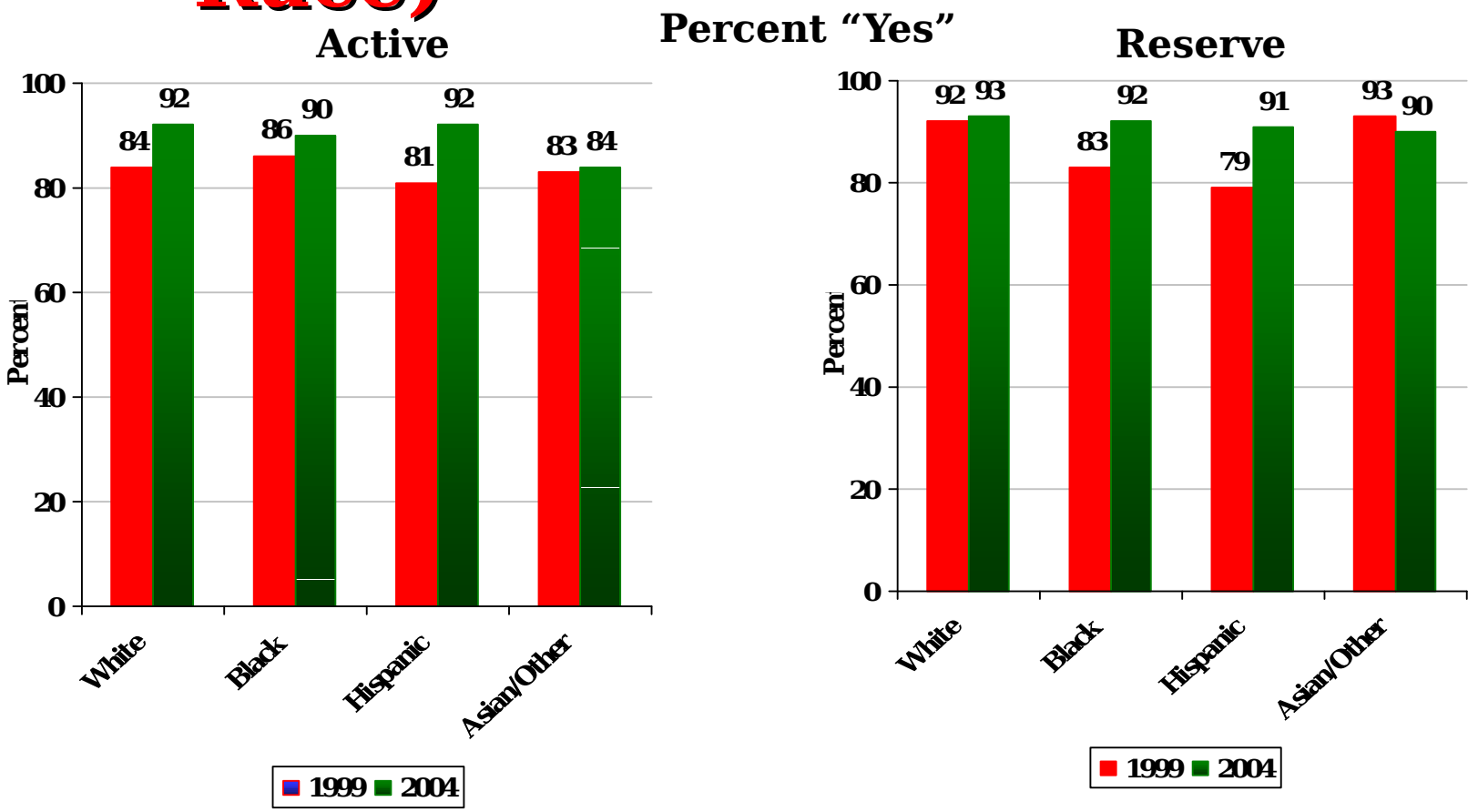




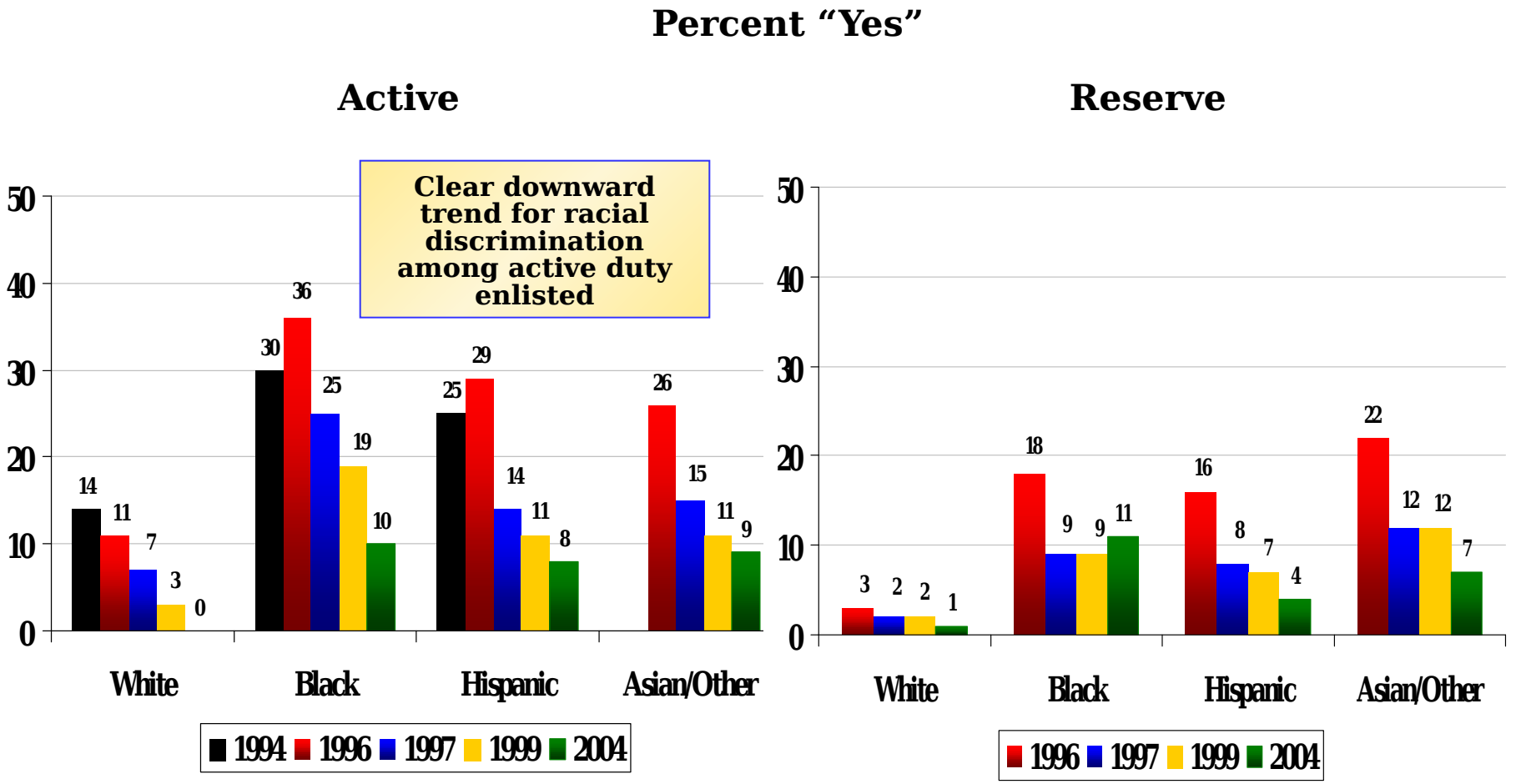
In general, I am satisfied with the Marine Corps (Enlisted by Race)



In general, I am satisfied with the Marine Corps (Officers by Race)



Percentage Who Experienced Racial/Ethnic Discrimination (Enlisted by Race)

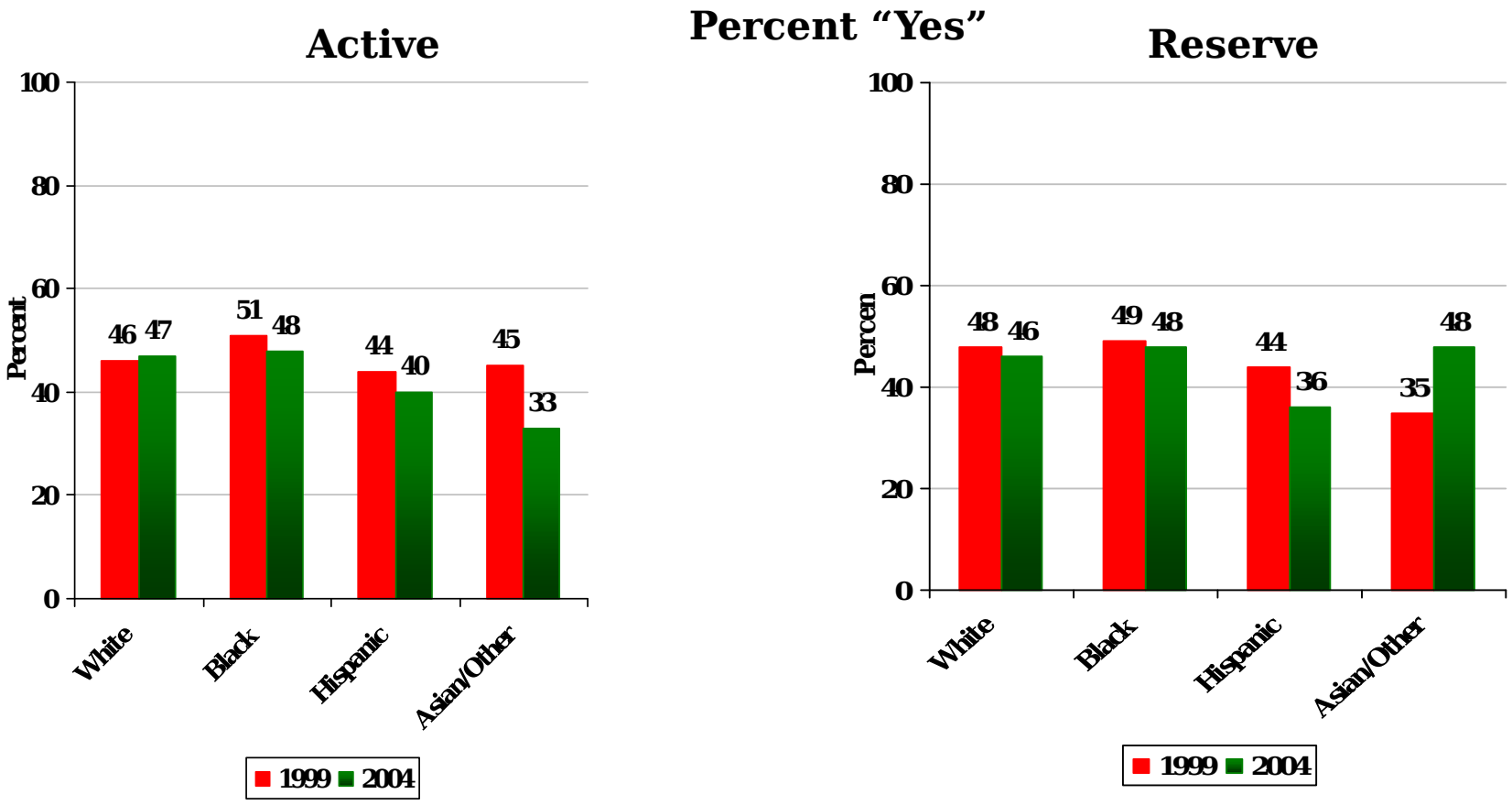


Summary of Results (continued)

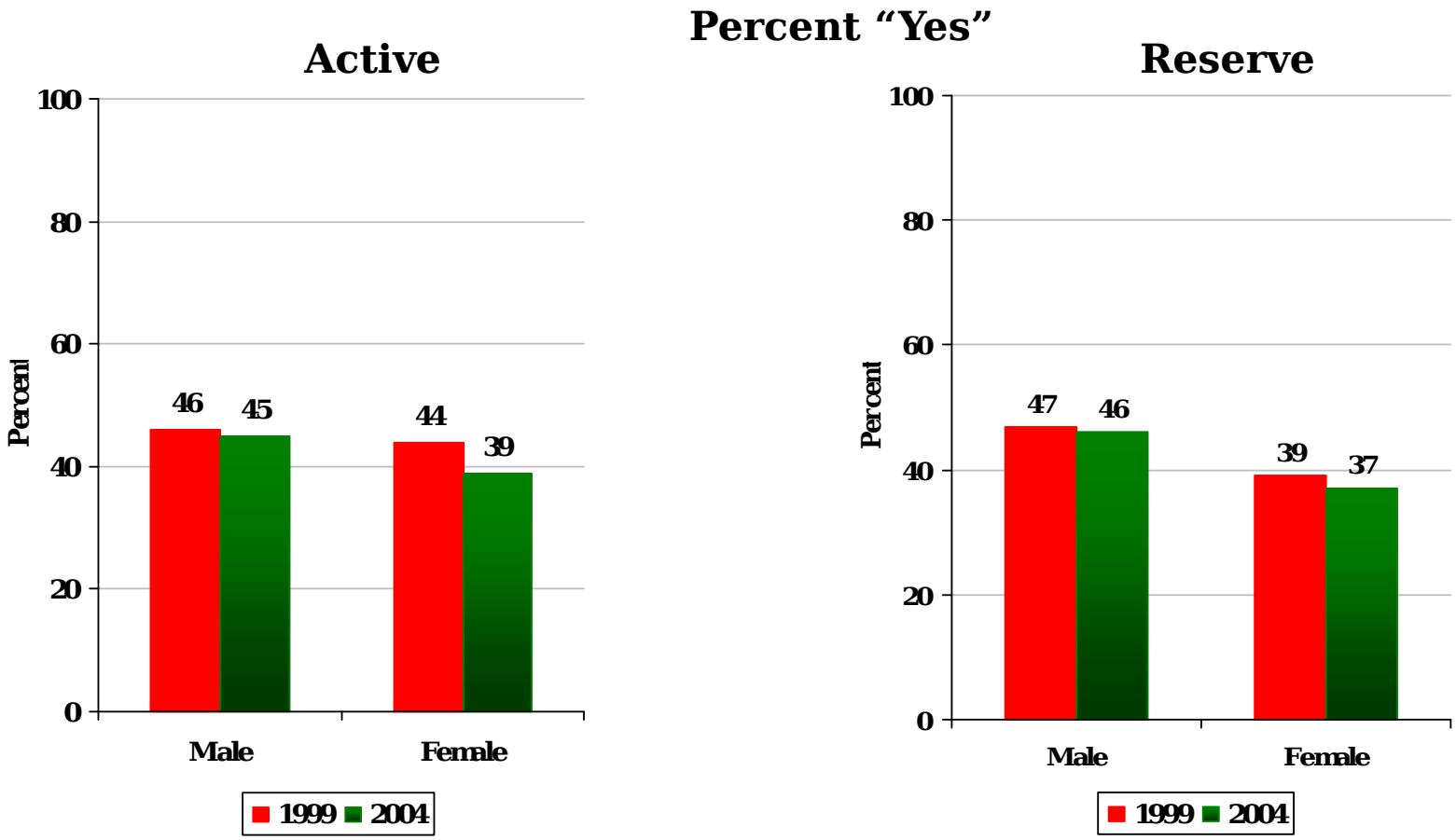
Areas to Watch

- The positive trends obtained for active duty were generally not matched for reserves (Slides 13, 14, 15)
- Despite overall positive trends in racial discrimination, about one-fourth of active duty enlisted minorities report that they experienced negative racial/ethnic comments, remarks, or offensive jokes during the past year

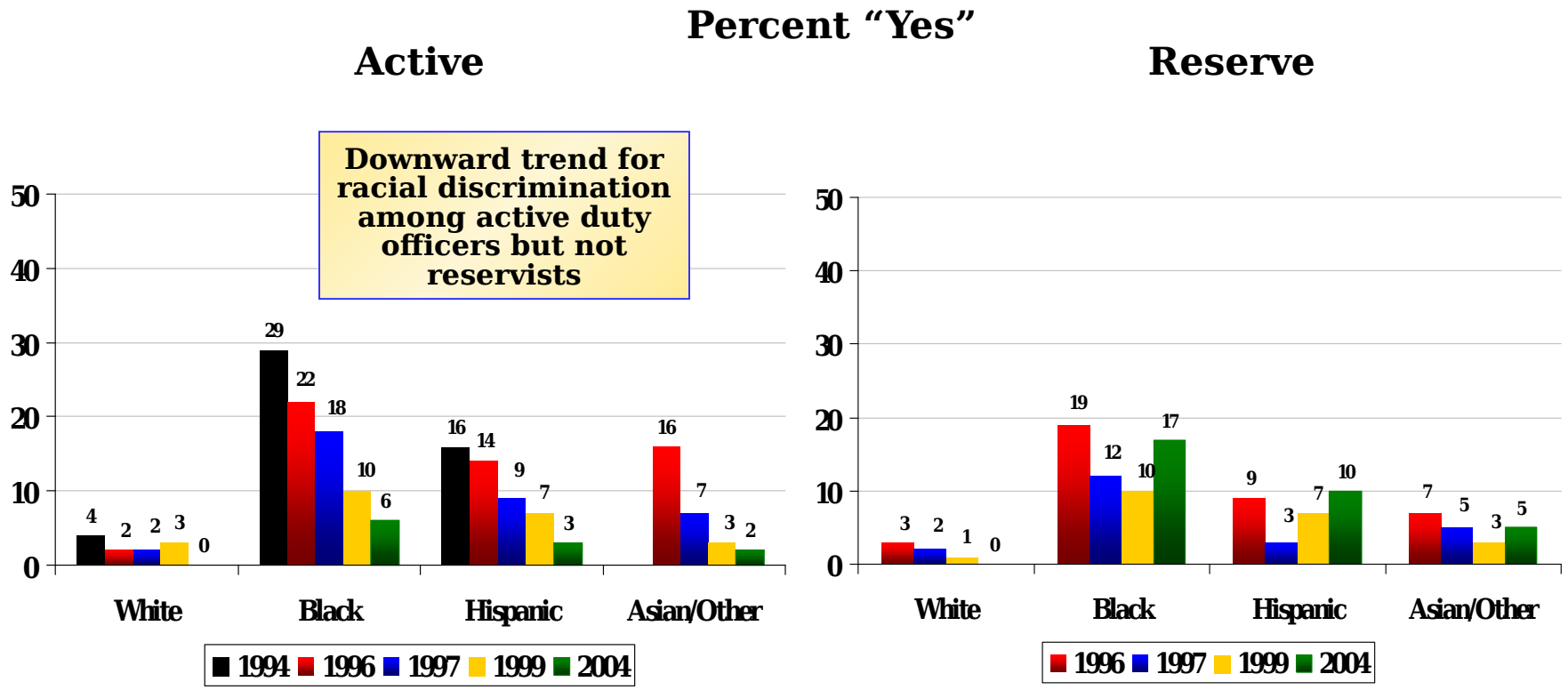
Leaders at this command view the Request Mast process as a way to resolve issues (Enlisted by Race)



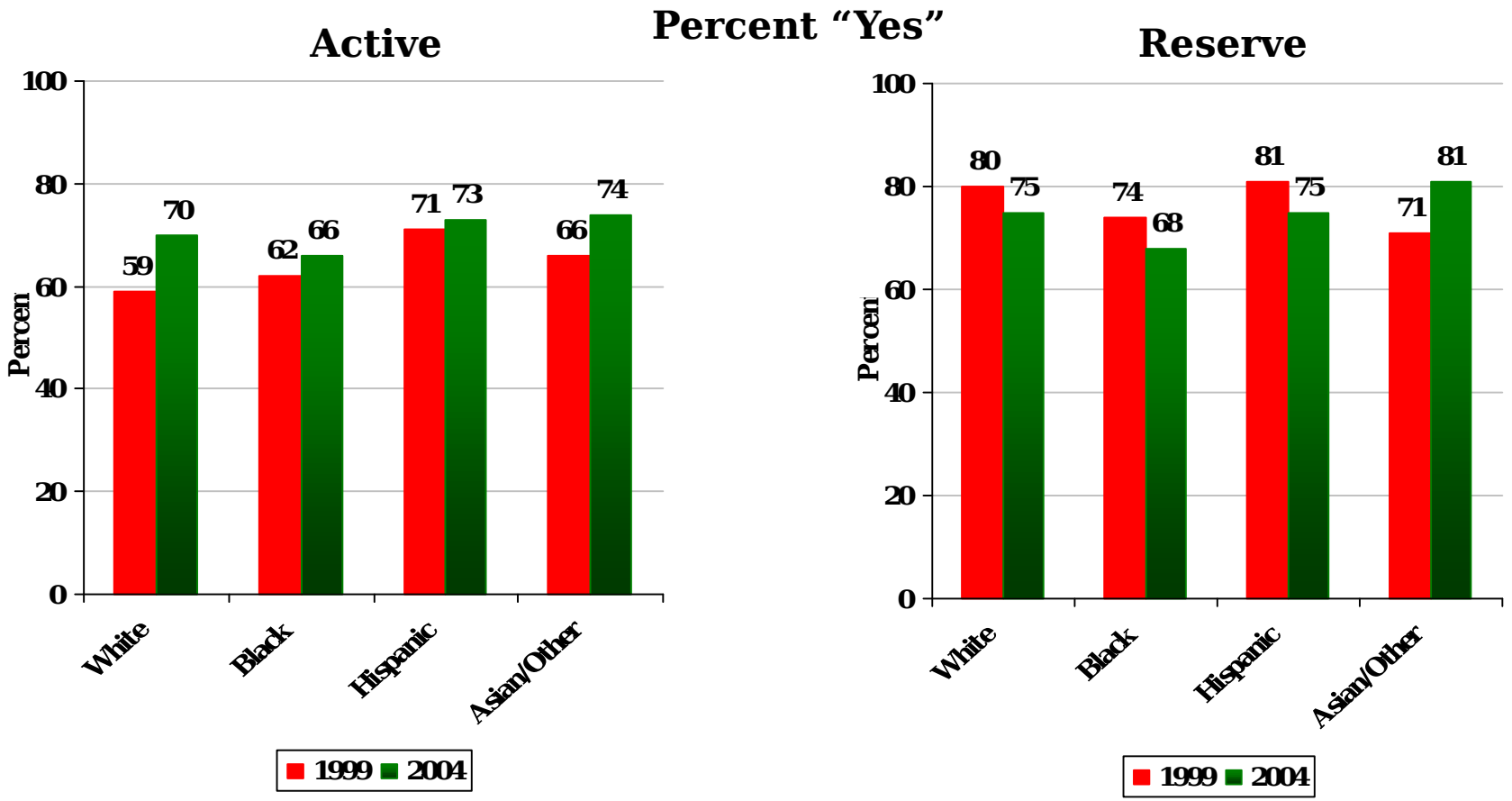
Leaders at this command view the Request Mast process as a way to resolve issues (Enlisted by Gender)



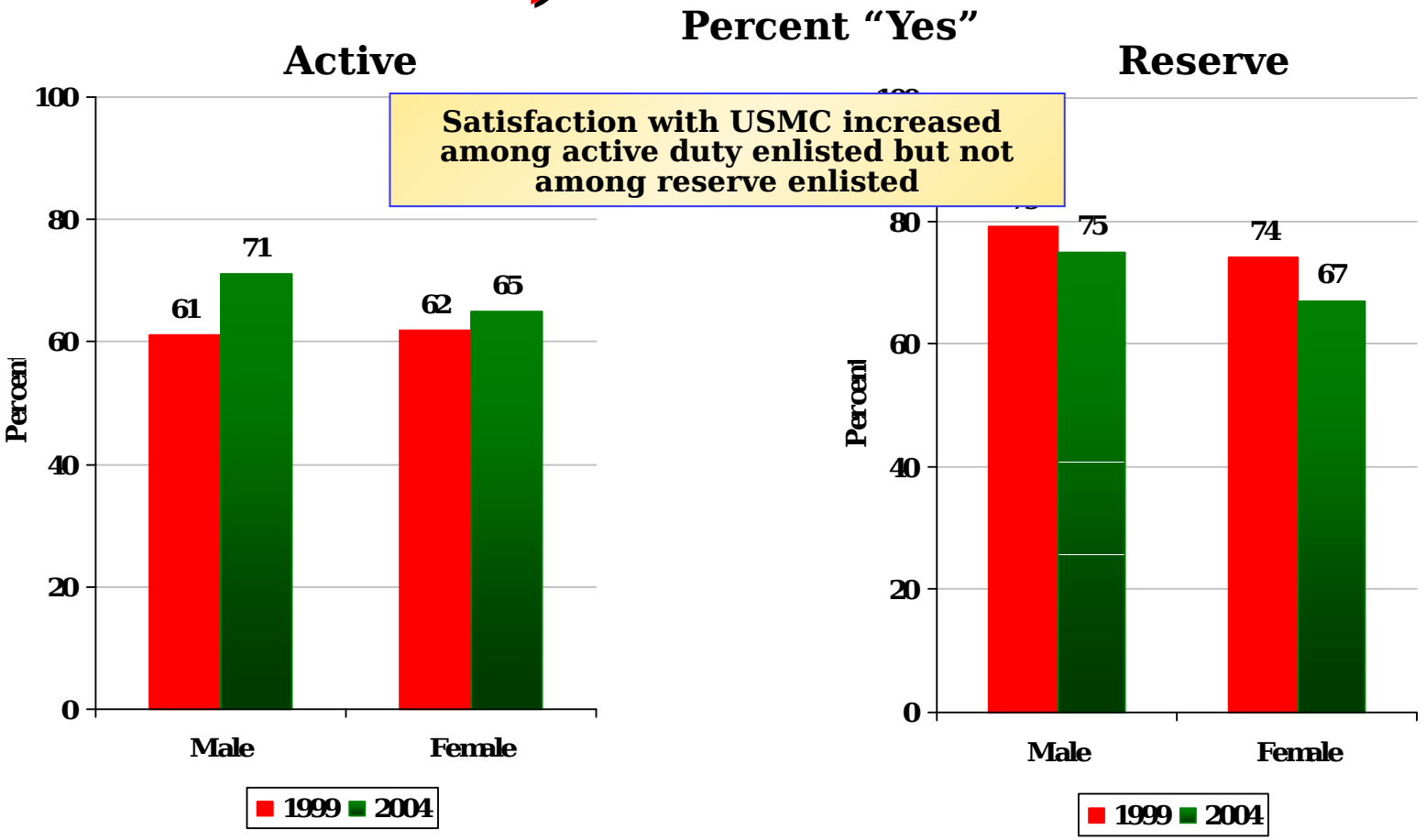
Percentage Who Experienced Racial/Ethnic Discrimination (Officers by Race)



In general, I am satisfied with the Marine Corps (Enlisted by Race)



In general, I am satisfied with the Marine Corps (Enlisted by Gender)



Sexual Harassment: Summary

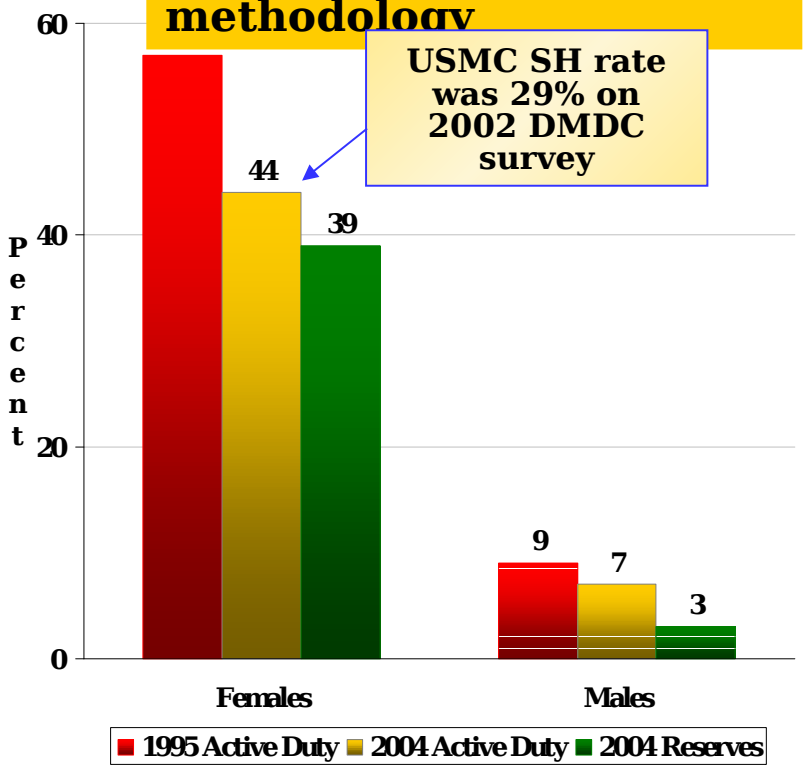
Good News

- Marine Corps assessment of SH in compliance with DOD requirement
- Active duty female SH rates declined compared to 1995 DOD survey
  - True for both officers and enlisted (Slides 17, 18)
- Most frequently reported SH are the milder forms (jokes, teasing, etc.); severe forms of SH rarely occurred
- More than 90% of all groups report that they know what is considered SH (Slides 19, 20)
- Approximately two-thirds believe their command would hold SH offenders accountable
- Fewer female officers reported gender discrimination
- Despite changes in SH measurement, overall trends found on previous MCCS survey remained consistent

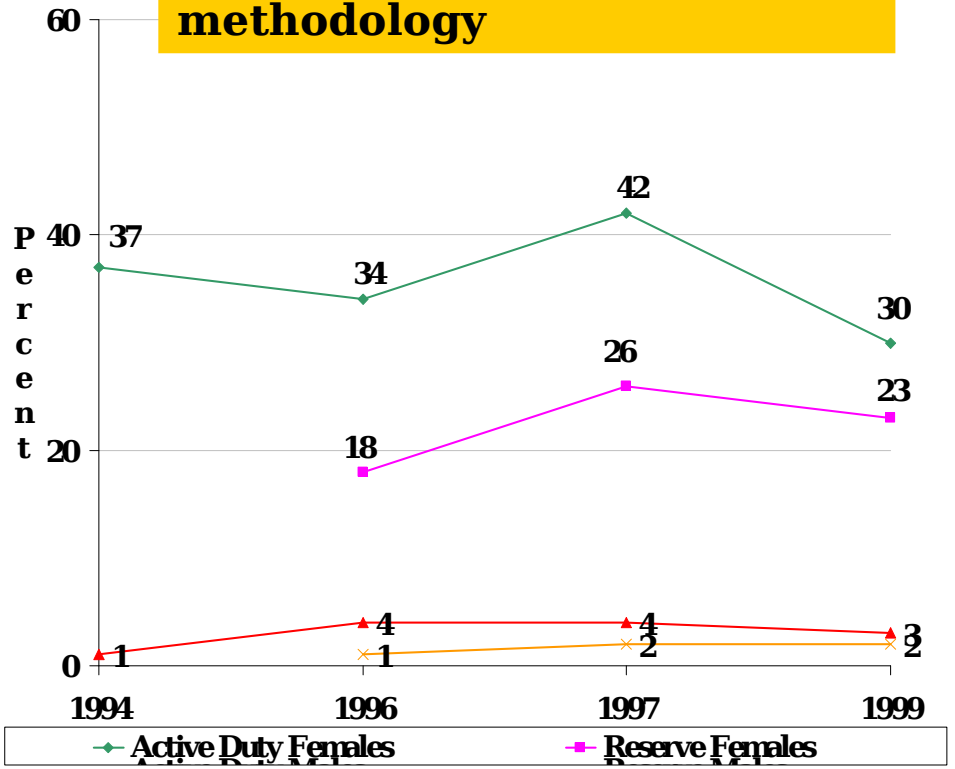
Percentage Who Experienced Sexual Harassment During the Past 12 Months

Enlisted Respondents

New DoD-mandated methodology



Previous Marine Corps methodology

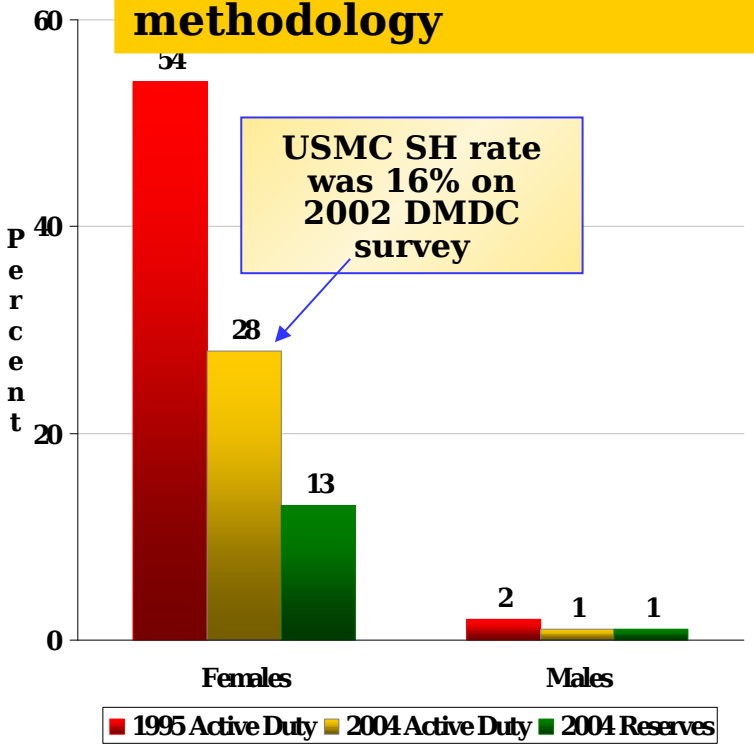


Note : 1995 is based on DMDC recalculated rates for the Marine Corps.
2004 MCCS: Items 68 and 69

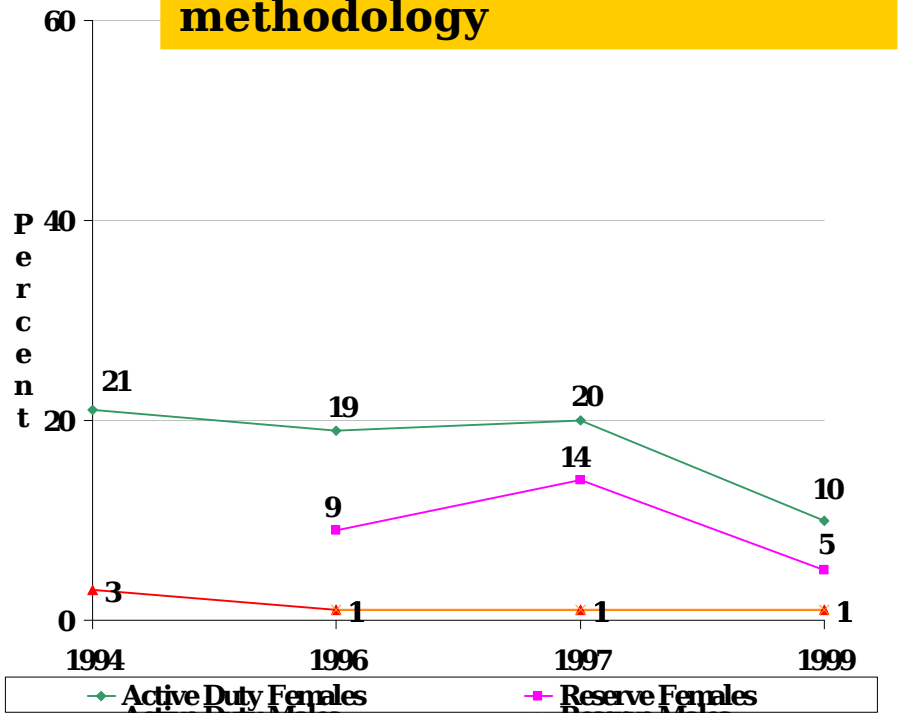
Percentage Who Experienced Sexual Harassment During the Past 12 Months

Officer Respondents

New DoD-mandated methodology

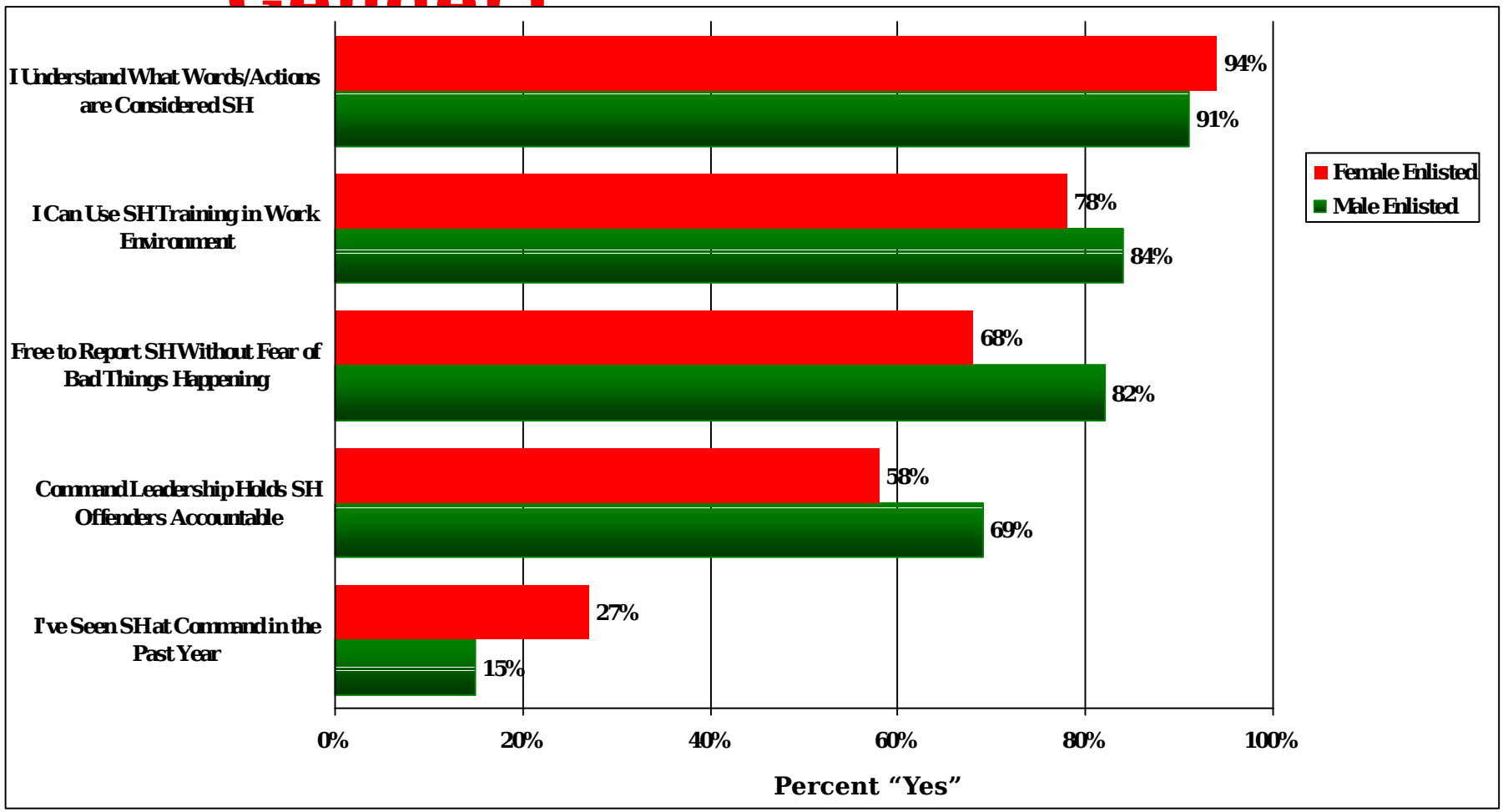


Previous Marine Corps methodology



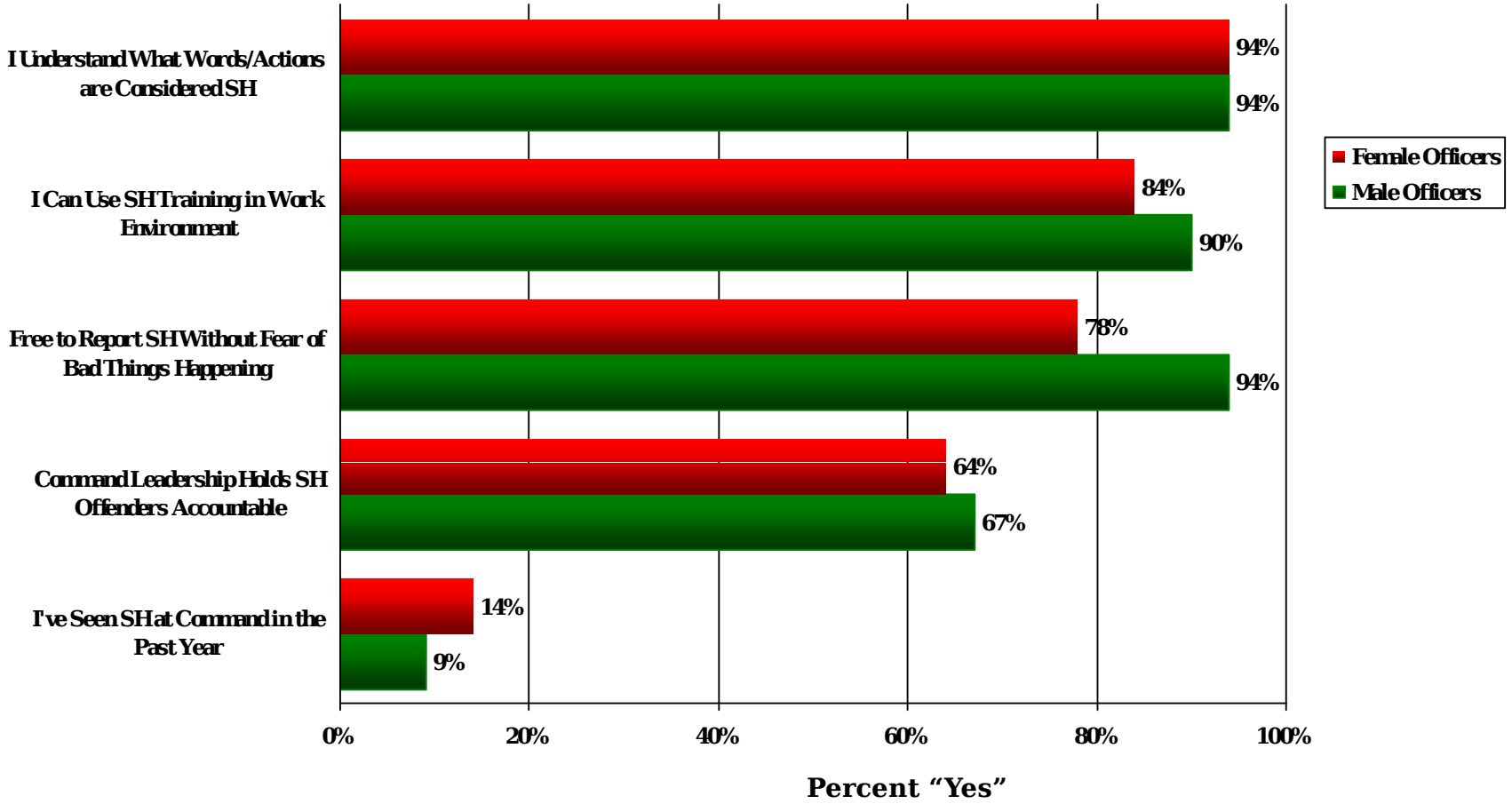
Note : 1995 is based on DMDC recalculated rates for the Marine Corps.
2004 MCCS: Items 68 and 69

Sexual Harassment Climate (Active Duty Enlisted by Gender)



Note: 2004 MCCS: Items 78 – 82.

Sexual Harassment Climate (Active Duty Officers by Gender)



Note: 2004 MCCS: Items 78 – 82.

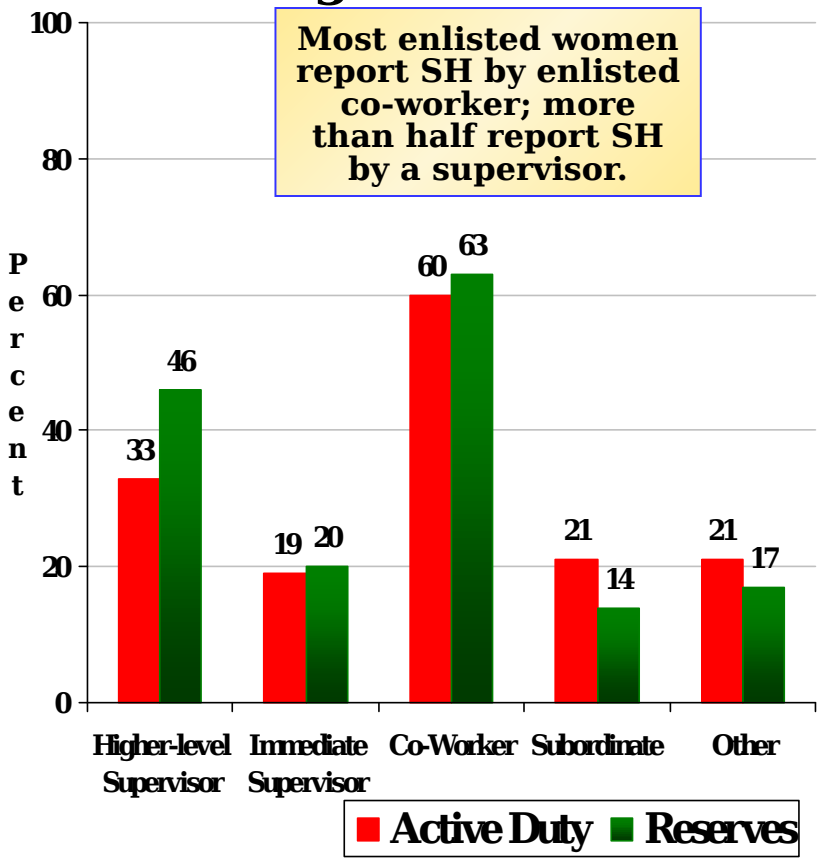
Sexual Harassment: Summary (Cont.)

Areas to Watch

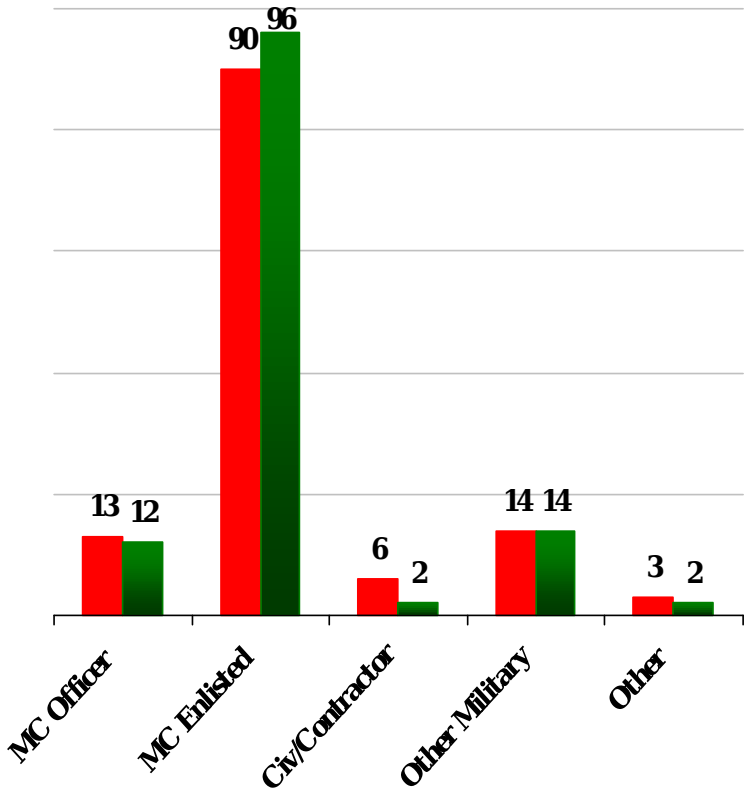
- A large percentage of enlisted women continue to report SH by a higher level supervisor (Slides 22, 23)
- While most women indicate that they would feel free to report SH, less than 20% of those who were sexually harassed filed a complaint (Slide 24)
- Close to one-third of enlisted women reported gender discrimination
  - Milder forms (negative comments, offensive jokes) reported more than severe forms (physically threatened or assaulted)
- Reserve females reported larger negative impact of SH than Active Duty females (Slide 25)
- SH/GD experiences may influence decisions to stay or leave the USMC (Slide 26)

Characteristics of Harassers (Enlisted Female Active Duty vs. Reserves)

Organizational Status



Civilian/Military Status

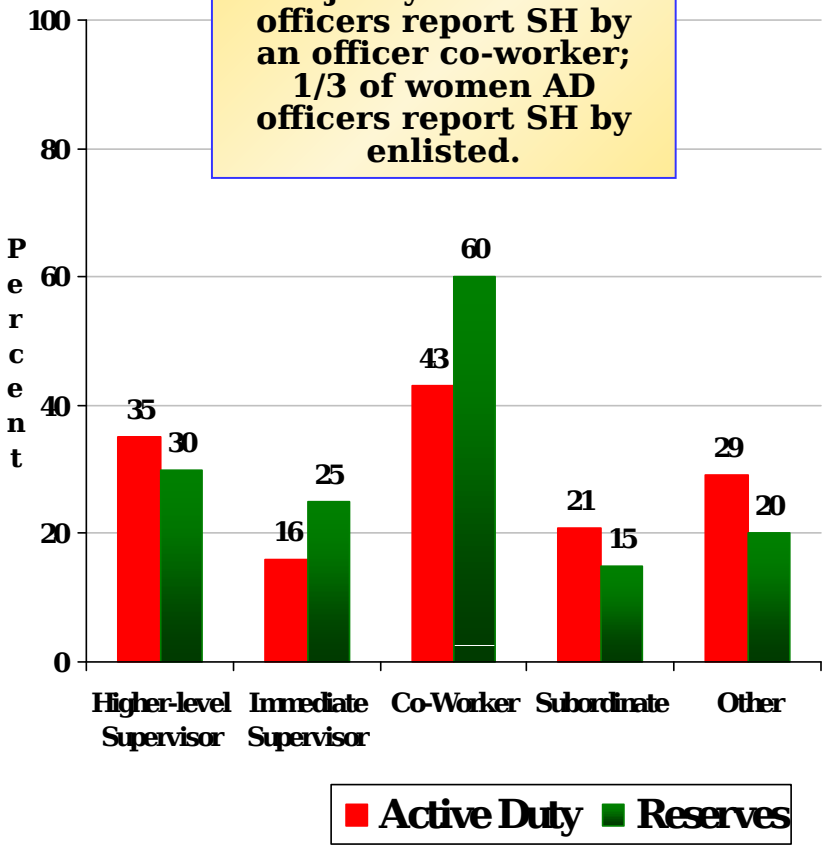


Note : Multiple responses allowed.
2004 MCCS: Items 73, 74.

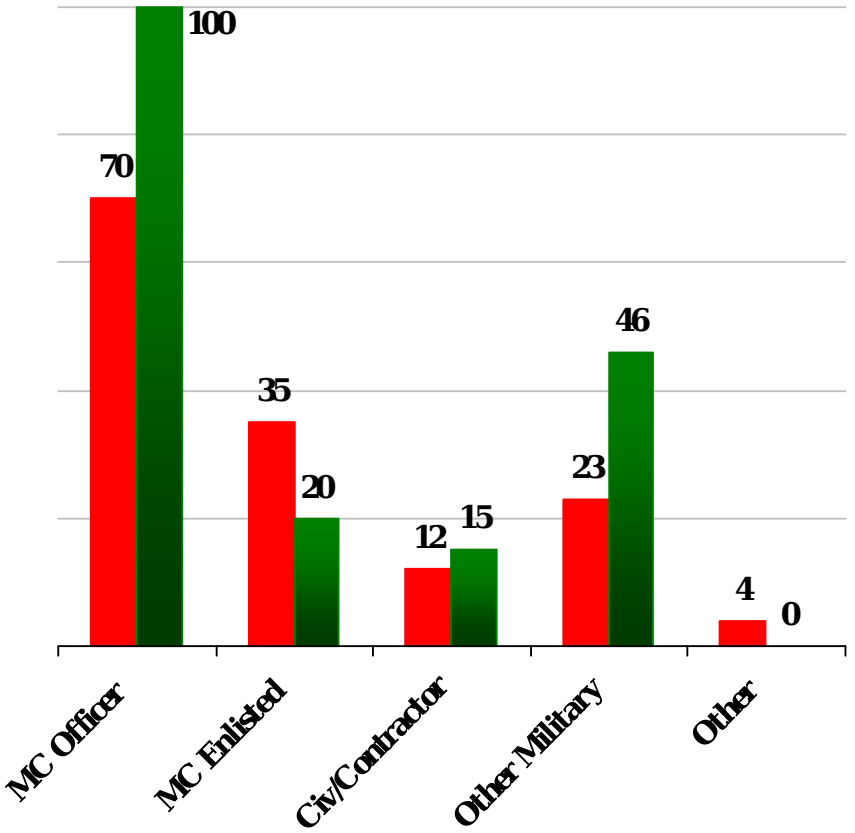
Characteristics of Harassers (Officer Female Active Duty vs. Reserves)

Organizational Status

Majority of women officers report SH by an officer co-worker; 1/3 of women AD officers report SH by enlisted.

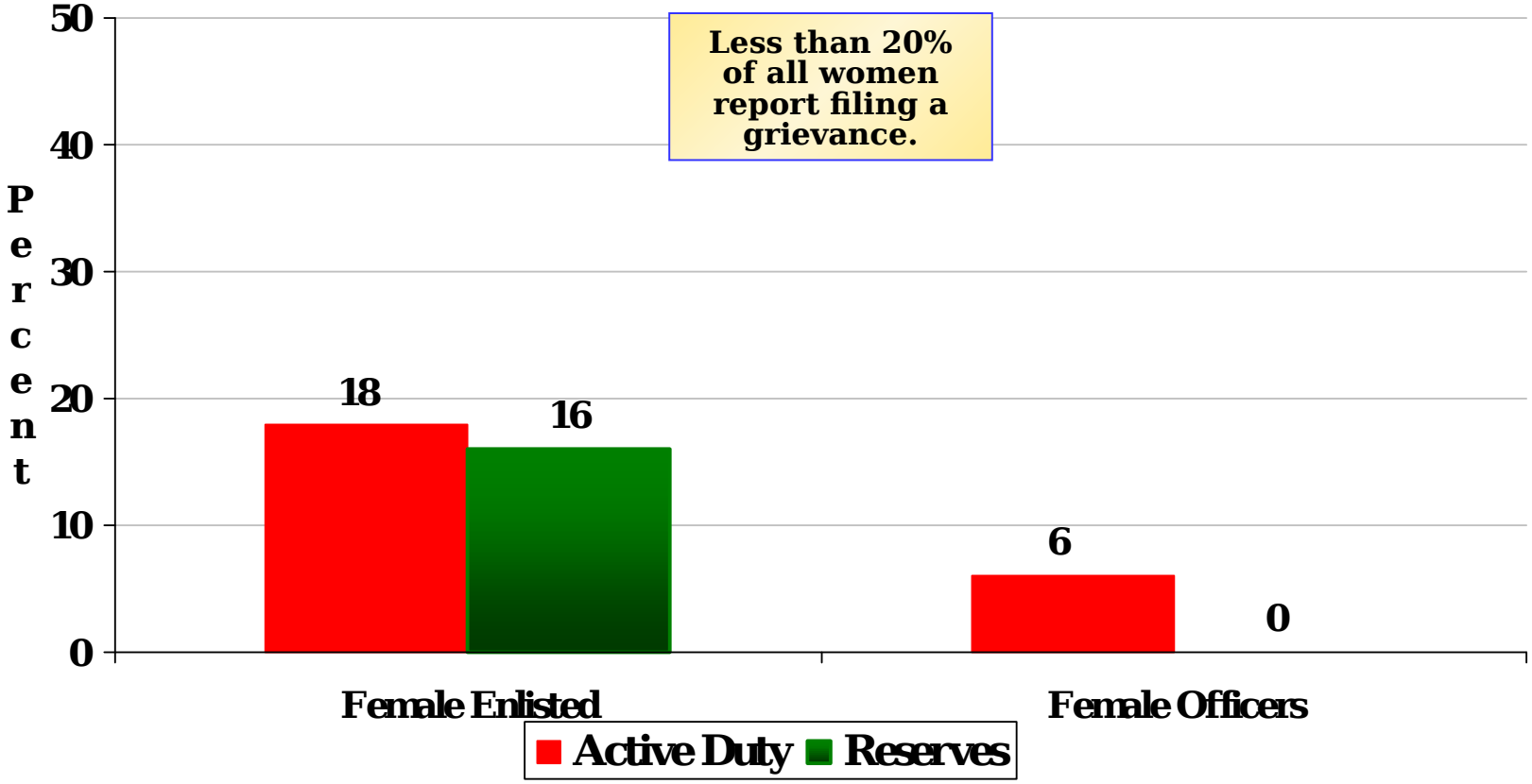


Civilian/Military Status



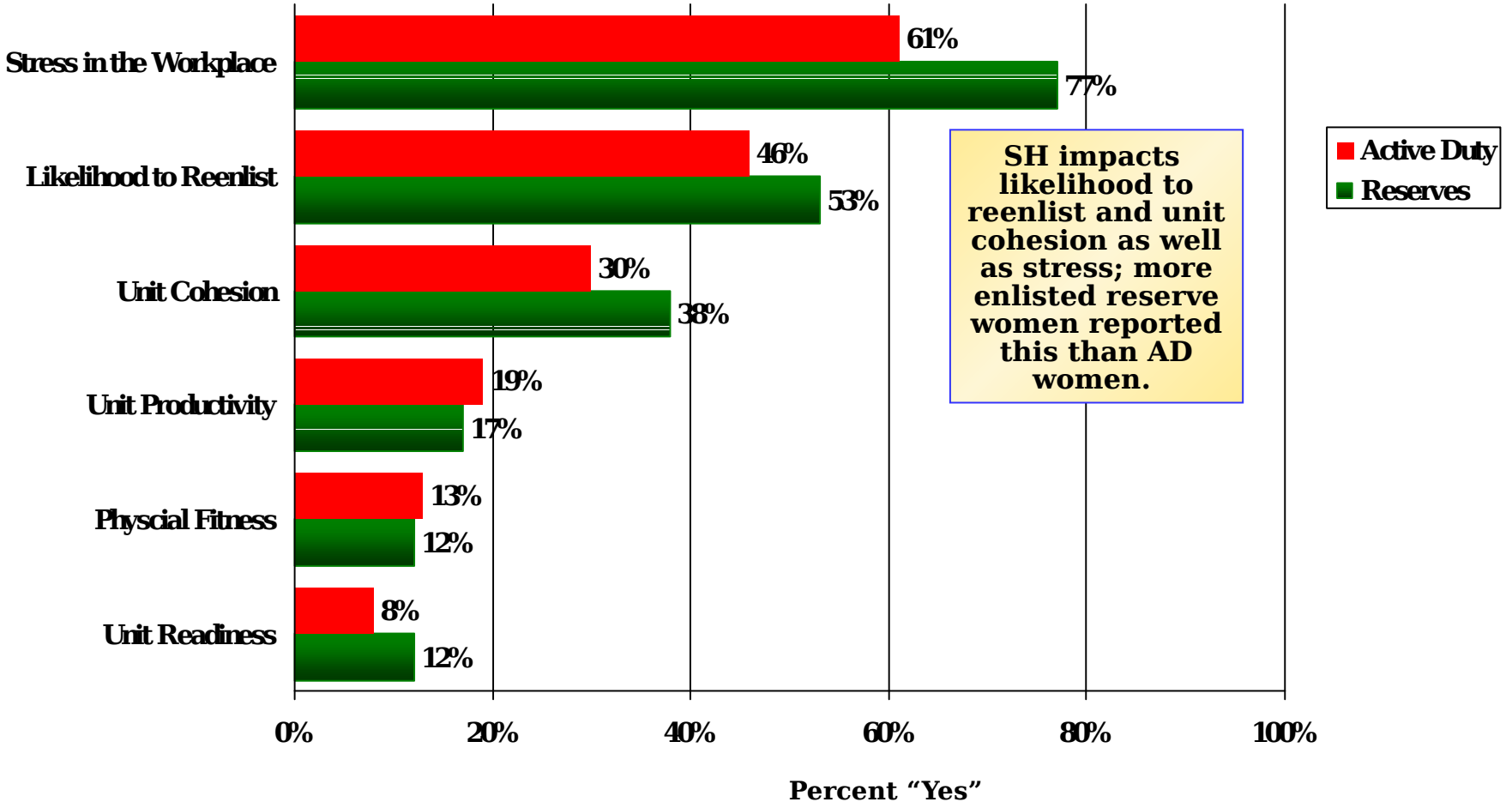
Note : Multiple responses allowed.
2004 MCCS: Items 73, 74

Percentage of Sexually Harassed Women Who Filed a Complaint (Active Duty vs. Reserves)



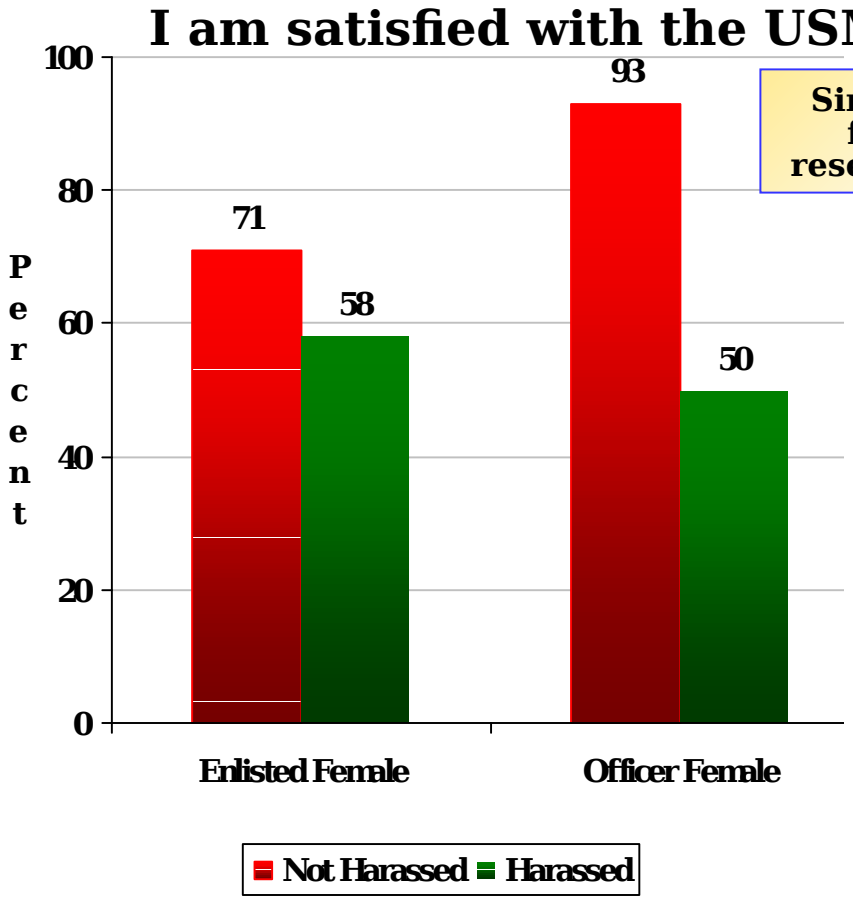
Note: 2004 MCCS: Item 75.
Question did not specify type of complaint (formal or informal) filed.

Unwanted Impacts of SH (Enlisted Female Active Duty vs. Reserves)

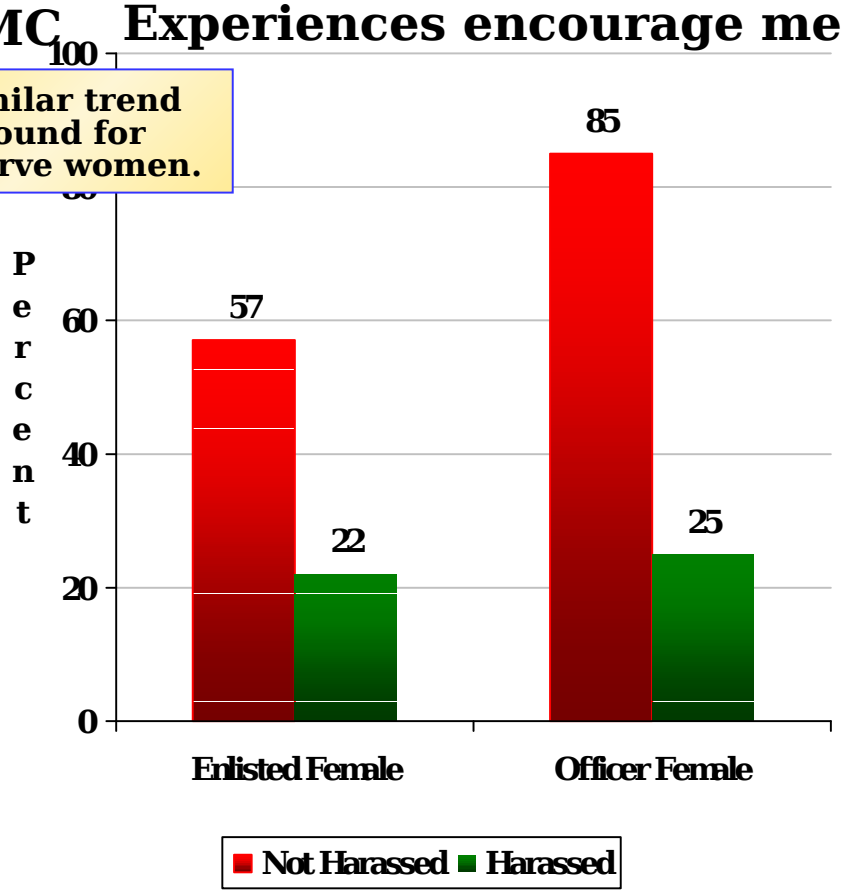


Note: 2004 MCCS: Item 77.

USMC Satisfaction by Sexual Harassment Experience (Reserve Females)



Similar trend found for reserve women.



2004 MCCS: Items 32, 33, and 68.